

# A Study on Impact of Sustainable Human Resource Practices on Employee Retention

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## **Abstract**

*Employee Retention plays an important role in an organisation because it affects employee performance. Employees are the assets of any firm and firms can't afford to lose their experienced talents. As in 21<sup>st</sup> century it is crucial for organisations to retain and care for their talents and to improve their competitive advantage. The talented employees are instruments for overall growth and development of the organisation. The purpose of this study is to examine the effect of Sustainable Human Resource Practices on Employee Retention. Samples were collected using questionnaire from 91 employees in order to test the hypothesis. Regression analysis was done through SPSS to find out the impact of independent variable on Employee Retention. The study results revealed that there was a significant relationship and impact of Sustainable Human Resource Practices on Employee Retention.*

**Key words-** Employee Retention, Human Resource Practices, Talents, Growth and Development

## **Introduction**

Human Resource Practices are important element for any organisation. These practices are very essential for firm performance. Organisations need to retain their expert employees through human resource practices to keep them in a competitive environment. Various human resource practices include Selection, Compensation, Training and Development, Promotion, Job Rotation, Performance Appraisal, Knowledge Sharing, Safety, Participation and Communication. There is important relationship between employee participation and employee retention (Khalid and Nawab (2018)). Training, Compensation and Performance Appraisal are very significant in employee efficiency and effectiveness (Mahadevan and Mohamed (2014)).

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